

The logo for UTU News features the letters 'UTU' in a stylized, bold font. The 'U' on the left is blue, the 'T' in the middle is red, and the 'U' on the right is blue. To the right of 'UTU' is the word 'News' in a large, black, sans-serif font.

The Official Publication of the United Transportation Union

WELCOME TO THE "VOICE OF TRANSPORTATION LABOR"

"Charlie, I'm really proud of what you and Byron Boyd and your team have achieved in your tenure. There is a vigor here (at the UTU), there is an excitement about how to make this union stronger. You're a visionary with courage." – *Federal Railroad Administrator Jolene Molitoris, July 11, 2000, Birmingham Regional Meeting*

News & Notes

UTU, BLE join forces

CLEVELAND – In light of the Federal Railroad Administration's mid-July technical conference on remote control operation of locomotives, the UTU and BLE agreed to work together to develop a joint position on the remote control operation of locomotives. They agreed to jointly develop a proposal on substantive provisions designed to ensure the safety of employees represented by both unions, and to limit the use of remote control to those operations currently existing. The parties intend to share all available data, research, and other work already done individually in developing a common position through consensus.

Deiser attends hearings

WASHINGTON, D.C. – Rockland Coaches General Chairperson Rich Deiser represented the UTU in Washington, D.C., at last month's NHTSA meetings on new hours-of-service regulations. "Everyone who testified agreed that undisturbed rest is an important part of any change to the regulations," Deiser said. The number of hours off for undisturbed rest is still in dispute, he noted. "The unions' concerns were over decreased earning power of members, and where the drivers would end up if their hours ran out and they were required to take 32 to 56 hours of consecutive off-duty time."

Drivers, aides pick UTU

HESPERIA, Cal. – On June 23, approximately 70 bus drivers and aides employed by Laidlaw Transit in Hesperia, Cal., chose the UTU to represent them and bargain collectively on their behalf, joining the 190 Laidlaw employees in Riverside, Cal., who selected the UTU two months earlier.

"Thanks to General Chairperson Karen Belcher's hard work in the organizing campaign, the employees now have an opportunity to improve their livelihood by speaking with a united voice to their employer," said Bus Vice President Bernie McNelis. "We look forward to meeting with these employees as soon as possible to lay the groundwork for their first union contract."

In related news, McNelis said UTU representatives have solicited contract proposals from employees of Alex Transportation, Cimarron Coach in Houston, and the clerks at TNM&O in Lubbock, Tex.

McNelis said he would like to thank all of the employees who have recently voted for UTU representation for their support and patience. "First contracts always take longer since we need to negotiate all of the language provisions on working conditions as well as economic issues."

UTU scores two big wins

Court upholds STB merger moratorium; House set to pass Railroad Retirement bill

WASHINGTON, D.C. – The UTU scored two impressive victories – one political, the other legal – in the nation's capital last month.

During a whirlwind 24-hour period, a U.S. Court of Appeals supported the Surface Transportation Board's (STB) 15-month moratorium on railroad mergers, scuttling the proposed Canadian National Railway's takeover of Burlington Northern Santa Fe Railroad. The UTU filed a legal brief supporting the STB.

The appellate court's decision dealt a deal-killing setback for CN and BNSF, whose merger proposal was put on hold by the STB's moratorium after the railroads announced their proposed combination through a new company, North American Railways, Inc., in December 1999.

Then, in Congress, a major Railroad Retirement bill, H.R. 4844, was introduced. The legislation is supported by a coalition of 13 organizations, including the UTU, represent-

MTA talks continue

LOS ANGELES – Negotiations between the UTU and the Los Angeles County Metropolitan Transit Authority are continuing as this issue of *UTU News* goes to press.

The transit agency and union are under a 60-day cooling-off period while negotiations continue. The cooling-off period expires at midnight, Sept. 3.

"We have received a comprehensive proposal from the MTA and have prepared a response to that proposal," General Chairperson James Williams said. "We will be meeting with the MTA to try to resolve these outstanding issues."

"We are hopeful we can achieve a resolution to this dispute," Williams added.

ing more than three million people. The bill would lower the retirement age from 62 to 60 with 30 years of service plus health benefits, lower the vesting requirement for young workers to five years of service from 10 years, and give widows parity in pension benefits.

(The bill was expected to pass the House as

Continued on page 8

Molitoris calls Little "visionary"

BIRMINGHAM, Ala. – At the Regional Meeting here, Federal Railroad Administrator Jolene Molitoris praised UTU President Charles L. Little, calling him the "(union) president for the 21st century."

In her keynote luncheon speech on July 12, Molitoris told 700 UTU members and guests that Little was a "visionary with courage" and praised the UTU for its many successes.

"Charlie, I'm really proud of what you and Byron Boyd and your team have achieved in your tenure," Molitoris said. "There is a vigor here (at the UTU), there is an excitement about how to make this union stronger. You're a visionary with courage. When I heard about *Membership I* and what it was doing, I knew this was a (union) president for the 21st Century. Your website is one of the most powerful and impactful on the web...Charlie Little, I

Continued on page 9

UTU vindicates PATH conductor

JERSEY CITY, N.J. – When a passenger fatality occurred last September at the Port Authority Trans-Hudson's (PATH) 14th Street Station platform, it seemed a forgone conclusion to management that an employee would pay with his job, his reputation, and his future.

But PATH management was wrong in thinking it could callously use a UTU member as its scapegoat.

In the end, the employee who lost his job was the superintendent of transportation who had leveled a string of serious rules-violation charges against conductor Kenneth Hicks of Local 1413, Jersey City, N.J. Furthermore, the superintendent's second in command was demoted to trainmaster.

"Ultimately, the charges were dropped against the conductor," said General Chair-

Continued on page 8

Around the UTU

News from around the U.S. and Canada

Local 324, Seattle, Wash.

The contract with Evergreen Trails expires Nov. 1, and Chairperson **Brian Donald** is readying his committee for negotiations. Proposals based on suggestions from members are being drafted for negotiations on behalf of part-time and full-time drivers.

Local 469, Madison, Ill.

The UTU scored a unanimous win over the BLE in an A-card election spearheaded by General Chairperson **Dave Wier** on the Manufacturers Railway and the Terminal Railroad Association of St. Louis, said Secretary and Treasurer **John I. Payer**. Meanwhile, members are invited to the Midwest Railroaders Golf Tournament, sponsored by UTU Designated Legal Council **Lance Callis** and set for Aug. 15 at the Arlington Golf Club in Granite City, Ill. Barbecue and refreshments will be provided, but entries must be received by Aug. 9. Contact Payer at 502 Western Ave., Collinsville, IL, or call (618) 344-4519.

Local 528, Chicago, Ill.

Members, retirees and their families are invited to the local's picnic on Sunday, Aug. 13, from 11 a.m. to 6 p.m. at Busse Woods Grove 2 in the Ned Brown Forest Preserve near Elk Grove, Ill., said Secretary and Treasurer **Jack Webber**. Food and beverages will be provided, and plans call for a horseshoe tournament, games for kids, and a raffle. For information, call the local's office at (312) 795-0906.

Local 559, Roanoke, Va.

Virginia State Legislative Director **Richard Jeskey** and Retiree Program member **Charlie Aliff**, both members of the local comprised of Norfolk Southern (NS) employees, recently arranged a special dinner for **Wayne Taylor**, a former NS engineer who, at age 23, was paralyzed after diving into a swimming pool. That evening, Taylor and his wife, **Faith**, were presented a check in the amount of \$1,100 which local members raised at their recent mini-seminar and golf tournament.

Local 631, Brunswick, Md.

Members working for CSX recently presented 67-year-old **R. R. "Bobby" Sower** with a plaque to mark his 50 years of service and membership in the UTU, said Local Chairperson **Tom George**. Brother Sower began his career June 25, 1950, as a switchtender for the Western Maryland Railway. He recently told those at his 50th high school reunion that he would see them at the 100th reunion if he was not working in the freight pool that night.

Local 1161, Englehart, Ont.

Ontario Northland motor coach operators last month voted by a 25-to-20 margin to accept an agreement with the company that contained a 2% wage increase retroactive to Sept. 1, 1999, a 1.5% wage increase effective Sept. 1, 2000, and a 2% wage increase effective Sept. 1, 2001, according to General Chairperson **Phil Koning**. The pact also sweetened the benefit package and included some minor but beneficial changes in contract language governing working conditions.

Local 1462, Boston, Mass.

Members offer their sympathy and condolences to fellow conductor **Rick Blasio**, whose wife succumbed last month to a rare and fast-spreading cancer, according to Secretary and Treasurer **David Bowe**. Meanwhile, Local President and Vice Local Chairperson **E. B. Radovich** offered



Bus operator and General Chairperson Roy Arnold of Local 1697 in Lubbock, Tex., recently participated in the Transplant Olympics in Orlando, Fla., where he spread the good news about the UTU.

Bus operator wins new outlook on life

What do TV star Larry Hagman, basketball player Sean Elliott and bus operator Roy Arnold of Local 1697 in Lubbock, Tex., share in common?

All are alive due to organ transplants, and all recently attended the National Transplant Olympics in Orlando, Fla., where Brother Arnold competed in the basketball, softball throw, table tennis, bowling and volleyball events.

"This was my first experience at the games," the 47-year-old Arnold said, "and I loved it! I'm in training now for next year's games!"

With 23 years of experience behind the wheel, Arnold has served as chairperson for the employees of Texas, New Mexico & Oklahoma Coaches Inc. (including Panhandle Trailways) since 1994, and his union background was never far from his thoughts during the games.

"I used the opportunity in Orlando to do some organizing for the UTU," Arnold noted. "I made several contacts with shuttle drivers who want very much to be represented by a union."

Arnold first noticed physical problems in late 1990, and realized the following year a kidney transplant would be necessary. The operation in 1992 gave him a new lease on life, and a new outlook.

"I've learned to appreciate life more and not sweat the small stuff," Arnold said, "and I thank God every day He gives me air to breathe. My hopes and prayers are that more will consider organ donation so that others may live."

Arnold didn't win any of the events, but credits the fact that he feels like a winner to the director of UTU's Bus Department. "I had great moral support from my friend and buddy, Vice President Bernie McNelis," he said.

For information about his experiences, or to sponsor his participation, reach Arnold at P.O. Box 515, Happy, TX 79042, or send e-mail to him at <arnfam@arn.net>.

gratitude to all who made the Third Annual **Billy Flaherty** Railroaders' Hockey Game a great success. Twenty players were UTU members, including Amtrak Local Chairperson and "Most Valuable Player" **Roger Lenfest** of Local 898, Boston, Mass.

Local 1563, El Monte, Cal.

Retired vice president and former director of the UTU Bus Department **Kenny Moore**, a delegate from Arizona at the Democratic National Convention to be held Aug. 14-17 in Los Angeles, is looking to meet with other UTU members attending as delegates to coordinate efforts for a labor-friendly platform. Call him at (480) 895-4956. Meanwhile, Local Vice Chairperson **Alberto Hinojos** urges all members to attend the local's meetings on the first Friday of the month at the Maya Masonic Temple, 278 S. Mission Rd., San Gabriel, Cal.

Local 1589, New Brunswick, N.J.

Alternate Vice President-East (Bus) **Carolyn D. Scarsella** and Chairperson **William Roberson** are heading up the continuing contract negotiations for Suburban Trails part-time drivers. Meanwhile part-time drivers for Suburban Transit recently approved their first contract agreement.

Local 1594, Upper Darby, Pa.

Members and their families last month raised \$1,300 participating for the 11th time in the 68.5-mile American Cancer Society's Bike-A-Thon, said Local Chairperson and President **Ron Koran**. Retiree **Frank Bringham** provided food and beverages, and **Kevin Baldwin** provided return transportation. Over the years, the local has raised about \$15,000 through participation in the event, which was initiated by Koran and local member **Bernie McNelis**, vice president and director of the UTU Bus Department. Members who rode were Koran, **Stan Bernatowicz**, **Bruce Wertz**, **Jay Wilbank**, **Gerry Brown**, **Tom Sausman**, **Ann Jordan** and **Al Williams**. Family members participating included **Kerri Bernatowicz**, **Steven Koran**, **Jim** and **Nicole Porter** and **Kevin Reilly**.

Local 1697, Lubbock, Tex.

Revenue and accounting clerks, along with the auditors working for Texas, New Mexico & Oklahoma Coaches, recently voted in favor of the UTU as their bargaining agent, according to Vice President **Bernie McNelis**, director of the UTU Bus Department, who said they will be included in the same bargaining unit as the bus operators. McNelis expressed gratitude to General Chairperson **Roy Arnold**, Vice Chairperson **Marvin White**, and to the employees for their confidence in the UTU.

Local 1760, Detroit, Mich.

Treasurer **Jerry D'Ortenzio** is again helping to coordinate events for the third annual Metro Detroit Operation RedBlock Family Picnic, set for 11 a.m. to 7 p.m. on Sunday, Aug. 20, at the Parkland Community Park (Site C2), 6750 Ann Arbor Trail, Dearborn Heights, Mich. D'Ortenzio promises a fun day of free food, exciting games and friendship, and encourages all retirees to attend. For information, contact him at (734) 522-1043.

Local 1895, Chicago, Ill.

Aug. 26 marks the date of the local's first family picnic, the "Grill and Thrill," said Secretary and Treasurer **Tom Radovich**. To be held at the Lan-Oak Park in Lansing, Ill., the event will run from 11 a.m. to dusk, and will feature food, beverages, prizes and an appearance by the UTU's mobile education and training facility **Membership I**. Contact Radovich at (708) 596-0574, or e-mail him at <UTU1895@home.com>.

State Watch

News from UTU State Legislative Boards

Colorado

After more than 40 years of union membership, the majority of which were spent holding union office, **Jack Shaver** (L-202) has retired as legislative director of the state of Colorado.

"This union has truly lost one of its greatest assets in Jack Shaver," said UTU President Charles L. Little. "He has given so tirelessly of himself over the years and his retirement is well deserved."

Shaver, who grew up in a rail union family, joined the Brotherhood of Railroad Trainmen as a brakeman with the Union Pacific in the fall of 1960. He was elected vice president of BRT Lodge 30 in 1962, and was serving as the lodge's legislative representative by 1964. Following the formation of the UTU in 1969, Shaver held the local posts of treasurer and legislative representative in UTU Local 202 at Denver.



Shaver



Johnson

In 1984, he was elected to the office of state legislative director and held that position to his retirement. During his tenure, Shaver served as a delegate to all eight UTU conventions since 1971 and was a member of the Constitution Committee for the 1983, 1995 and 1999 conventions.

He had also served as the chairperson of the National Association of State Directors since 1992. "I loved my job in the union, but it was just time to go," Shaver said.

Elevated to replace Shaver was former Assistant Legislative Director **Rick A. Johnson**, who was elected to that post at the board's quadrennial meeting earlier this year.

Johnson had served as local chairperson for UTU Local 202 since 1991 and currently holds the office of legislative representative for that local. He has also held the offices of local president and alternate delegate.



FRA administrator meets UTU officers

Federal Railroad Administrator Jolene Molitoris recently met with UTU officers at the Birmingham Regional Meeting. Seated, left to right, are Vice President Bruce Wigent; CSX General Chairperson Terry Reed; Illinois State Legislative Director Joe Szabo; Molitoris; Alabama State Legislative Director Ron Clements, and Local 762, Montgomery, Ala., Local Chairperson and Legislative Representative Robert Cobb. Standing, left to right, are Assistant National Legislative Director James Stem; Local 1129, Raleigh, N.C., Local Chairperson and Legislative Representative Glen Lamm; Local 1129, Raleigh, N.C., Local Chairperson Richard Westbrook; Ohio State Legislative Director Bill Thompson; West Virginia State Legislative Director Jack Pennybacker, and Assistant Illinois State Legislative Director John Burner.

Ohio

Legislative Director **Bill Thompson** reports that both the Ohio House of Representatives and the Ohio Senate passed in late May Senate Bill 207, which increases from a minor misdemeanor to a misdemeanor of the first degree the obstruction of a street, road or highway by a railroad train.

The legislation requires the state to establish a fine of \$1,000 that must be imposed for such an offense, and sets a fine of \$5,000 for the abandonment of a locomotive. Fines will be used for railroad highway grade crossing improvements.

The bill passed the House by a vote of 88-4 and the Senate by a vote of 33-0.

Thompson said there was a "strong possibility" the governor would sign the bill into law.

Indiana

In the 100th anniversary year of Eugene V. Debs' candidacy for the presidency of the United States, the Debs Foundation and Indiana State University have announced a scholarly conference to assess Debs' influence on life in 20th century America, reports Legislative Director **James E. Carrico**.

The conference will be held from November 10-11, 2000, the same weekend as the foundation's annual awards banquet. Those seeking more information can contact Prof. Charles King of the university's sociology department at (812) 237-3443, or send an e-mail to <soking@scifac.indstate.edu>.

Debs, who founded the American Railway Union in 1893, was a firm supporter of a single rail union representing all of rail labor.

Bus Department

By Bernie McNelis

Labor Day marks ongoing struggle

Next month we celebrate Labor Day.

Labor Day became a national holiday in 1894 following a tumultuous time in labor history. Here's the story:

Employees of the Pullman Sleeping Car Company lived in Pullman, Ill., near Chicago. Virtually all of the residents of Pullman worked for the Pullman Sleeping Car Company. The rents were set by Pullman and were deducted from paychecks by Pullman. Paychecks were drawn from the Pullman Bank.

In 1893, a national depression set in and many Pullman employees were laid off. Those who stayed suffered wage cuts, while rents remained the same. The workers' take-home pay was reduced dramatically.

Workers walked off the job and Eugene Debs came to help. The strike became a national issue and President Grover Cleveland sent in federal troops. The riots and killings are a sad chapter in labor history. The strike and the unions were dissolved.

The movement for a national labor day had been growing for some time prior to the Pullman strike. Workers all over the country took an unpaid day off to march in protest of the conditions at Pullman. President Cleveland took the brunt of the protests from his handling of the Pullman strike.

Soon after, legislation was rushed unanimously through both houses of Congress and arrived on President Cleveland's desk just six days after the Pullman strike ended. President Cleveland was up for re-election and he grabbed at the chance for reconciliation. Labor Day was enacted; President Cleveland, however, was not re-elected.

Please remember Labor Day and observe it in an appropriate way.



Yardmasters

By Don Carver

CSX negotiations set for Aug. 8-9

Negotiations are continuing on freight, passenger and commuter carriers that are not in national handling. We remain hopeful for resolution of the national agreement prior to the end of this year. The national agreement will not settle all of the unresolved yardmaster contracts.

Negotiating sessions with CSXT are slated for Aug. 8 and 9, 2000. General Chairpersons Doyle Turner, Richard DeGenova, Dennis Burke and James Cumby are involved in the negotiations.

Negotiations are ongoing with the managements of METRA, New Orleans Public Belt, Indiana Harbor Belt and Amtrak.

The Union Pacific Union Yardmaster Council, (UPUYC), which represents Union Pacific yardmasters, has an unresolved notice on the carrier.

Please let your senators know you support the proposed changes in H.R. 4844, the Railroad Retirement Survivors' Act of 2000.

Yardmaster General Chairperson Joseph M. Mercurio, from the St. Lawrence & Hudson (former D&H) yardmaster committee, is recuperating from major surgery. At last report, Joe was regaining strength and doing much better. He and Cathy express their thanks for the many flowers, calls, cards and prayers.

Effective Apr. 1, 2000, new rates went into effect for the yardmaster retiree insurance plans through Trustmark Insurance Company. Any yardmaster planning to retire in the near future should contact the Yardmaster Department at the UTU International for information. The telephone number is (216) 228-9400, ext. 315.



Charles L. Little, International President
Byron A. Boyd, Jr., Assistant President
Paul C. Thompson, General Sec./Treas.
James Brunkenhoefer, Nat. Legislative Dir.

Thanks to lots of people

Thanks to the hard work of many dedicated union and political leaders, a new and better Railroad Retirement pension will make the lives better for more than one million people participating in the system.

The U.S. House of Representatives is expected to pass H.R. 4844 – the Railroad Retirement and Survivors' Improvement Act of 2000 – which would increase benefits for 50,000 railroad retiree widows, reduce taxes on railroad employees, lower the retirement age from 62 to age 60 with 30 years service, and cut the vesting time in half to five years. A companion bill is expected to be introduced in the Senate shortly.

We want to take this opportunity to thank the union and political leaders by name who stood shoulder to shoulder with the UTU to do what is right for the one million people in the Railroad Retirement system, including more than 50,000 railroad retiree widows. The unions represent more than three million people.

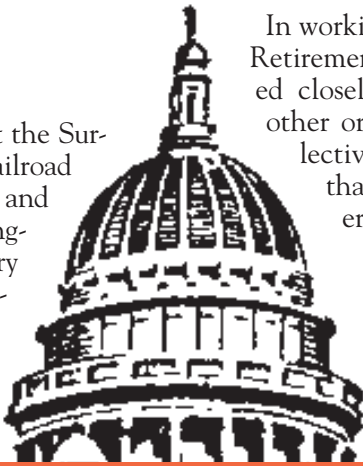
This is a great day for us all. Thank you.

U.S. House – Bud Schuster (R-Pa.), Bill Archer (R-Tex.), Thomas Petri (R-Wis.), Clay Shaw (R-Fla.), James Oberstar (D-Minn.), Charles Rangel (D-N.Y.), Nick Rahall (D-W. Va.), Bob Matsui (D-Calif.).

Labor – ATDD: Leon McCann, Chuck Mundy; TCU: Robert Scardelletti, Joel Parker, Howard Randolph, Tony Padilla; BRS: Dan Pickett, Dennis Boston, James Padilla, Leonard Parker; Sheet Metal: Don Buchanan, Dewey Garland, Vince Panvini; IBEW: Rick Diegel, Liz Shuler; SEIU: Skip Roberts; IAM: Tom Trotter, Mark Filipovich; Firemen & Oilers: George Francisco; TWU: Charles Moneypenny; NARVRE: Whitey Westphal.

Moratorium stands

The U.S. Court of Appeals made a wise decision to support the Surface Transportation Board's (STB) 15-month moratorium on railroad mergers. The UTU filed a legal brief supporting the STB and opposing the Canadian National Railway's merger with Burlington Northern Santa Fe Railroad. Now we will have time to try to get the rail industry's house in order before what will probably be the next round of major mergers after the moratorium ends. Working with the STB, the railroad industry and its unions must arrive at new guidelines which protect union workers from cramdown and other merger-related operating changes, including fatigue and other safety issues.



History in the making

By the time this newspaper reaches your home, there may be significant positive movement in two areas that affect your future.

First, the U.S. House of Representatives is expected to have passed the Railroad Retirement bill – H.B. 4844 – and sent it to the Senate for debate and a vote later this fall.

This bill affects one million current and future railroad retirees, including more than 50,000 "railroad widows" who would immediately get a full survivor's pension.

Second, a national wage and rule proposal could be on the way that would end the post-85 and pre-85 conditions, and end entry rates and the two-tiered wage structure.

This has been the UTU's primary objective in this round of negotiations, and we will not make a deal until it happens.

If they both happen – and we expect to be halfway there on Railroad Retirement and making rapid and serious progress on the contract – then the UTU will have been successful in obtaining fairness in the workplace and in retirement.

In working to improve Railroad Retirement, the UTU cooperated closely with about a dozen other organizations which collectively represent more than three million workers.

To the left of this column, we take the opportunity in this month's lead editorial to thank some of those organizations and their

leaders by name.

It is extremely rewarding that on an issue of this magnitude – enacting the best improvements to Railroad Retirement in a generation – nearly every organization cooperated in unity and harmony.

It is also rewarding that the bipartisan leadership in the House agreed that this was an outstanding bill.

The job, however, is not over. We still must convince the U.S. Senate to pass the Railroad Retirement bill.

That's where we need your help. On the next page we provide you with the names of every senator and how to contact them. We urge every member – active or retired – to contact his or her senators and tell them to pass the Railroad Retirement bill.

As we have said repeatedly, the UTU's main goal in national contract talks is to end the dual basis of pay and two-tiered wage structure.

We feel it is imperative that the next generation of railroaders – and all new hires – get paid fairly and equally for the job they perform and that we end the "caste system."

There are always some that will put their own interests above others. There will always be others who prefer to be naysayers and criticize what we do just for the "sport," without offering solid, real-world ideas.

But as we look at what is within our grasp in this first year of the 21st century, our union stands in the middle of what will be regarded as two historical accomplishments.



By
Byron A. Boyd, Jr.

WASHINGTON WATCH

By James Brunkenhoefer

We have 80 days to improve Railroad Retirement

On January 12, 2000, Charles Little, Byron Boyd and the leaders of about a dozen other unions reached an agreement in principle for improving Railroad Retirement.

All of the unions, with the exception of the BMW and the BLE, joined together to get Congress to make things better.

In addition to the union coalition, all of the major United States railroads, the regional and shortline railroad associations, and the rail retiree groups also supported the agreement.

This set of principles was reviewed and shaped by the Railroad Retirement Board and several committees of the U.S. House of Representatives and the U.S. Senate. On July 13, 2000, H.R. 4844 was introduced and referred to both the Transportation and Infrastructure Committee and the Ways and Means Committee.

Normally, these committees would hold this legislation for weeks or months before it would be considered. However, this time things were different, and on the afternoon of July 19, the Transportation and Infrastructure Committee voted 62 to 1 in favor of H.R. 4844 without any substantive changes.

This was done without the help of the BLE, and in spite of numerous efforts on the part of BMW to derail this bill.

A similar effort is currently underway in the U.S. Senate, and we expect action on this legislation before Con-



gress adjourns during the first week of October. That will only happen if we are able to convince members of the U.S. Senate to approve this legislation.

The best way to do that is for as many people as possible to contact their senators and ask them to pass H.R. 4844 or similar legislation.

We must convince the Senate of the urgency of this matter.

It usually takes eight years from when an idea first appears in Congress and legislation is introduced until it becomes law. We, however, cannot wait eight years. If we are to be successful, we must get H.R. 4844 passed into law in just 80 days.

With the help of many other fine people, some of whom are mentioned in the editorial above, we can get the job done. For UTU members, hard-driving Washington political action is not the exception, but the norm. That is because thousands of UTU members are politically involved and contribute to TPEL.

The day the Railroad Retirement bill goes to the White House for signing is a day we all can enjoy. It means your investment in your union's political action has been rewarded with a financially stronger and more secure retirement program.

It also means you will be helping out more than 50,000 surviving spouses of Railroad Retirement recipients.

So, please, don't wait. I know you are one of about one million people who are looking forward to seeing President Clinton sign our much-improved Railroad Retirement plan in the Rose Garden.

Contact your U.S. senator! Your future is in your hands!

The future of the Railroad Retirement System is in your hands.

Take a minute to write to your U.S. senator to urge his or her support for the Railroad Retirement Survivors' Act of 2000.

This legislation, when passed, will strengthen and improve the benefits provided by the Railroad Retirement System to you and your family.

Printed below is a sample letter that you may use when writing your senator. Remember to include your name, address and telephone number.

Lawmakers want, and need, to hear your opinions if they are to effectively serve as your elected representative. Please, let them know how you feel on this very important issue. Take a minute and write your senator.

Here is a sample letter

The Honorable _____
United States Senate
Washington, DC 20510

Dear _____:

I am writing to seek your support for the "Railroad Retirement and Survivor's Improvement Act of 2000."

This historic legislation represents the first time in 25 years that labor, management and retirees have agreed on a set of changes to benefit those who rely on the Railroad Retirement System for a secure retirement.

A major coalition of 13 rail unions and rail retiree organizations representing more than three million members has recently reached an historic agreement with the railroads represented by the National Carriers' Conference Committee to secure the following improvements detailed in H.R. 4844:

- An expansion of surviving spouse benefits;
- Unreduced retirement benefits at age 60 with 30 years of service;
- A retiree health insurance plan at age 60, with increases in the lifetime benefit maximum indexed to the medical inflation rate;
- A guarantee that the railroads will ensure the future solvency of the fund by absorbing any necessary future tax increases;
- A repeal of caps on Railroad Retirement benefits for long-term employees; and
- Five-year vesting.

In the wake of this historic agreement between labor and the railroads, and with the stability of the Railroad Retirement System guaranteed, I believe the time has come to make those changes which are long overdue and will benefit generations to come.

I hope I can count on your support of the "Railroad Retirement and Survivor's Improvement Act of 2000" when this legislation is introduced in the Senate, and I look forward to hearing from you regarding your position on this important matter.

Sincerely yours,

Name _____

Address _____

City _____ State _____ ZIP _____

Senators of the 106th Congress

Alaska
Murkowski, Frank (R) <http://murkowski.senate.gov/webmail.html>
Stevens, Ted (R) senator_stevens@stevens.senate.gov

Alabama
Sessions, Jeff (R) senator@sessions.senate.gov
Shelby, Richard (R) senator@shelby.senate.gov

Arkansas
Hutchinson, Tim (R) senator.hutchinson@hutchinson.senate.gov
Lincoln, Blanche (D) blanche_lincoln@lincoln.senate.gov

Arizona
Kyl, Jon (R) info@kyl.senate.gov
McCain, John (R) john_mccain@mccain.senate.gov

California
Boxer, Barbara (D) <http://boxer.senate.gov/contact/webform.html>
Feinstein, Dianne (D) senator@feinstein.senate.gov

Colorado
Allard, Wayne (R) <http://www.senate.gov/~allard/webform.html>
Campbell, Ben Nighthorse (R) *no e-mail*

Connecticut
Dodd, Christopher (D) sen_dodd@dodd.senate.gov
Lieberman, Joseph (D) senator_lieberman@lieberman.senate.gov

Delaware
Biden Jr, Joseph (D) senator@biden.senate.gov
Roth Jr, William (R) comments@roth.senate.gov

Florida
Graham, Bob (D) bob_graham@graham.senate.gov
Mack, Connie (R) connie@mack.senate.gov

Georgia
Cleland, Max (D) <http://www.senate.gov/~cleland/webform.html>
Coverdell, Paul (R) <http://www.senate.gov/~coverdell/webform.html>

Hawaii
Inouye, Daniel (D) <http://www.senate.gov/~inouye/webform.html>
Akaka, Daniel (D) senator@akaka.senate.gov

Iowa
Grassley, Chuck (R) <http://grassley.senate.gov/webform.htm>
Harkin, Tom (D) tom_harkin@harkin.senate.gov

Idaho
Craig, Larry (R) <http://www.senate.gov/~craig/webform.html>
Crapo, Mike (R) <http://www.senate.gov/~crapo/webform.html>

Illinois
Fitzgerald, Peter (R) senator_fitzgerald@fitzgerald.senate.gov
Durbin, Richard (D) dick@durbin.senate.gov

Indiana
Lugar, Richard (R) senator_lugar@lugar.senate.gov
Bayh, Evan (D) <http://bayh.senate.gov/WebMail.html>

Kansas
Roberts, Pat (R) <http://www.senate.gov/~roberts/email.htm>
Brownback, Sam (R) sam_brownback@brownback.senate.gov

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Bunning, Jim (R) jim_bunning@bunning.senate.gov

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Landrieu, Mary (D) <http://landrieu.senate.gov/webform.html>

Massachusetts
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Kerry, John (D) john_kerry@kerry.senate.gov

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Sarbanes, Paul (D) senator@sarbanes.senate.gov

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Snowe, Olympia (R) olympia@snowe.senate.gov

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Levin, Carl (D) senator@levin.senate.gov

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Wellstone, Paul (D) <http://www.senate.gov/~wellstone/webform.html>

Missouri
Bond, Christopher (R) kit_bond@bond.senate.gov
Ashcroft, John (R) john_ashcroft@ashcroft.senate.gov

Mississippi
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Cochran, Thad (R) senator@cochran.senate.gov

Montana
Baucus, Max (D) <http://www.senate.gov/~baucus/EmailMax.htm>
Burns, Conrad (R) conrad_burns@burns.senate.gov

Nebraska
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Kerrey, Robert (D) <http://www.senate.gov/~kerrey/pages/webform.html>

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Reid, Harry (D) senator_reid@reid.senate.gov

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Smith, Bob (R) opinion@smith.senate.gov

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Lautenberg, Frank (D) frank_lautenberg@lautenberg.senate.gov

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Domenici, Pete (R) senator_domenici@domenici.senate.gov

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Edwards, John (D) <http://www.senate.gov/~edwards/contact.html>

North Dakota
Dorgan, Byron (D) senator@dorgan.senate.gov
Conrad, Kent (D) homepage@conrad.senate.gov

Ohio
DeWine, Mike (R) http://www.senate.gov/~dewine/request_form.html
Voinovich, George (R) senator_voinovich@voinovich.senate.gov

Oklahoma
Inhofe, James (R) jim_inhofe@inhofe.senate.gov
Nickles, Don (R) senator@nickles.senate.gov

Oregon
Smith, Gordon (R) <http://www.senate.gov/~gsmith/webform.htm>
Wyden, Ron (D) <http://www.senate.gov/~wyden/mail.htm>

Pennsylvania
Santorum, Rick (R) <http://www.senate.gov/~santorum/#email>
Specter, Arlen (R) <http://specter.senate.gov/webform.htm>

Rhode Island
Chafee, Lincoln (R) senator_chafee@chafee.senate.gov
Reed, Jack (D) jack@reed.senate.gov

South Carolina
Hollings, Ernest (D) <http://www.senate.gov/~hollings/webform.html>
Thurmond, Strom (R) senator@thurmond.senate.gov

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Hatch, Orrin (R) senator_hatch@hatch.senate.gov

Virginia
Robb, Charles (D) senator@robb.senate.gov
Warner, John (R) senator@warner.senate.gov

Vermont
Jeffords, James (R) vermont@jeffords.senate.gov
Leahy, Patrick (D) senator_leahy@leahy.senate.gov

Washington
Gorton, Slade (R) <http://www.senate.gov/~gorton/webform.html>
Murray, Patty (D) senator_murray@murray.senate.gov

Wisconsin
Feingold, Russell (D) russell_feingold@feingold.senate.gov
Kohl, Herb (D) senator_kohl@kohl.senate.gov

West Virginia
Byrd, Robert (D) senator_byrd@byrd.senate.gov
Rockefeller IV, John (D) senator@rockefeller.senate.gov

Wyoming
Enzi, Mike (R) senator@enzi.senate.gov
Thomas, Craig (R) <http://www.senate.gov/~thomas/contact.html>

Regional Meeting participants celebrate



BIRMINGHAM – The only thing hotter than the weather outside the recent Birmingham Regional Meeting was the white-hot spirit of fraternalism inside the sprawling convention-center complex.

More than 700 UTU members and their families attended the meeting, which featured nearly 30 educational and informational workshops, riveting speeches, great food and entertainment, and that special sense of collectivism that is the UTU.

Attendees heard Federal Railroad Administrator Jolene Molitoris praise the UTU for its many successes, and call UTU President Charles L. Little the “(union) president for the 21st century.”

“There is a vigor here (at the UTU), there is an excitement about how to make this union stronger,” she said.

Participants were entertained by The Pink Flamingos, who also will be featured at the Minneapolis Regional Meeting.

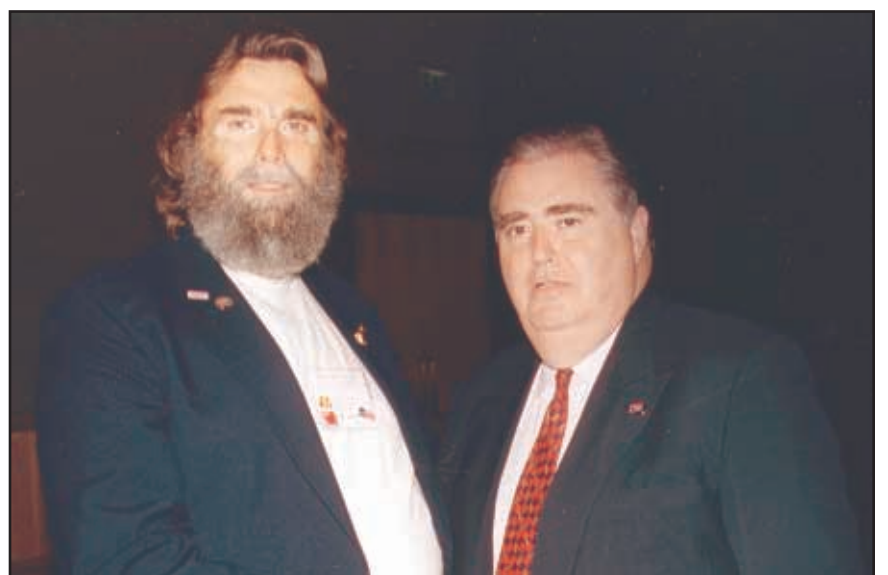
The essence of fraternalism and education, seasoned with Southern hospitality, made Birmingham a meeting to remember.



International President Charles L. Little urges members at the Birmingham Regional Meeting to unite under the banner of the “Power of One.”



J.J. Tierney, standing, chairperson of the UTU’s Steel Conference General Chairperson’s Association, discusses items of mutual interest with, clockwise from left, R.G. Sieber (Patapsco & Back Rivers Railroad), G.K. Harden (Birmingham Southern), Secretary/Treasurer K.A. Larson (Duluth Missabe & Iron Range/Iron Range Div.), D.W. Powell (South Buffalo Railway), K.M. Weidaw (McKeesport Connecting Railroad) and J.R. Leasure (Bessemer & Lake Erie).



Robert Norris (president and local chairperson, Local 1910, Macon, Ga.) talks with Assistant President Byron A. Boyd, Jr. (right).



Left to right, Glen Newsom (secretary/treasurer and legislative representative, Local 1549, Springfield, Ohio); Gerald Byers (secretary/treasurer, Local 931, Greenville, S.C.), Larry Grooms (secretary/treasurer and legislative representative, Local 1301, Knoxville, Tenn.) and Joe Allen (president and local chairperson, Local 1301, Knoxville, Tenn.).



Alternate National Legislative Director James A. Stem (left) share a joke with Union Pacific General Chairperson Artie Martin and Vice President Dan Johnson.



Pennsylvania State Legislative Director Don Dunlevy (left) talks with Ed Emmett, president of the National Industrial Transportation League, the nation's largest shippers' organization. Emmett gave a workshop on rail transport from a shippers' viewpoint.



Florida State Legislative Director Carl Cochran (left) models the latest in UTU fashion with son-in-law Andres Trujillo (Local 1138, Miami, Fla.) and his seven-year-old daughter Katie, Cochran's granddaughter.



At left, Morgan Cox (Local 573, Danville, Ky.) greets Ronald Bailey (president, Local 942, Florence, S.C.) while UTUIA Field Supervisor Clay Parker (seated) looks on.



International President Charles L. Little and Federal Railroad Administrator Jolene Molitoris, who was a luncheon speaker at the Birmingham Regional Meeting.



Monte Bricker, at podium, directs questions during the Designated Legal Counsel general session.



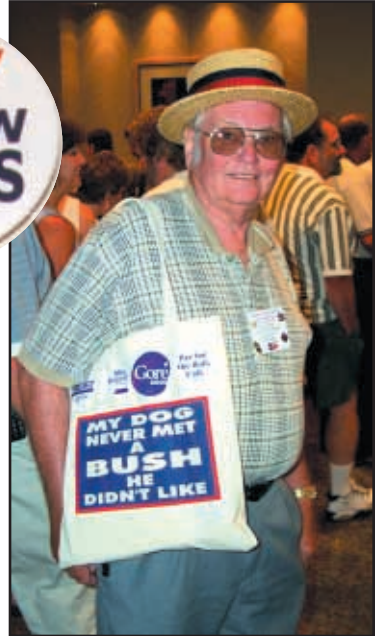
Alternate National Legislative Director James A. Stem (left) and National Legislative Director James Brunkenhoefer (right) talk with Alabama Cong. Earl Hilliard.



UTU members and their children join the Pink Flamingos on stage to sing and dance and rock and roll.



F.D. "Chester" Flanigan, retired member of Local 818 in Ft. Worth, Texas, leaves no doubt who will be getting his vote in the November presidential election.



Two victories

Continued from page 1

this issue of *UTU News* went to press. A Senate vote is expected sometime after Labor Day. See Page 5)

"The UTU took strong, proactive political and legal action and we came up big winners, twice," said Charles L. Little, UTU International president. "We supported the STB's 15-month moratorium on rail mergers, and we played a key role in a strong coalition to get a vastly improved Railroad Retirement program introduced in Congress. These events once again reinforce the UTU's political position and influence in Washington, D.C."

Little praised the decision permitting the STB time to study and propose new rail-merger guidelines. "This is a major win for North American railroad workers, shippers, and the American and Canadian people," he said. "This will allow the railroad industry, working cooperatively with its union employees, the time to focus on solving merger-related service issues. Now we will have time to get the rail industry's house in order before what many say will be another major round of mergers after

the STB issues its new guidelines."

UTU was the first, and only, major transportation union that actively supported the STB's merger moratorium and strongly opposed the merger of the Canadian National and Burlington Northern Santa Fe railroads. The Brotherhood of Locomotive Engineers and Brotherhood of Maintenance of Way Employees supported the CN/BNSF merger, which would have included some layoffs.

The UTU also is the only operating rail transportation union that supports the Railroad Retirement bill. The BLE and BMWWE oppose the bill and are actively fighting the 13 organizations pushing for the new law. In an odd twist, the American Train Dispatchers Division (ATDD) of the BLE has split from its sister organization and is a member of the coalition.

The other labor organizations in the Railroad Retirement Coalition include the Boilermakers and Blacksmiths; Brotherhood of Railroad Signalmen; Firemen and Oilers of SEIU; Hotel Employees and Restaurant Employees; International Association of Machinists; International Brotherhood of Electrical Workers; Ironworkers Union; Seafarers International Union; Sheetmetal Workers International; Transportation Communications International; Transport

Workers Union, and the National Association of Retired and Veteran Railway Employees.

"All labor organizations which stand for what is best for more than three million people support this Railroad Retirement bill," Little said.

In crafting new rail-merger rules, Little said the STB should include a rule to end "cram-down." "Those new merger rules should include the end of 'cramdown' in all future rail mergers patterned after the UTU's historic deal with the National Carriers' Conference Committee," Little said.

He said that new merger rules that protect union employees, and a new long-term labor contract, would be a boon for the railroad industry.

"We now are in negotiations and have the opportunity to sign a forward-thinking labor contract with the Class I railroads that could usher in a period of labor stability and economic growth in the industry," Little said.

"Today, we stand at crossroads in the future of the North American railroad industry. The decisions labor, management and government make in the next 12 months will shape the industry for the first few decades of the 21st century."

Vindication

Continued from page 1

person R.E. Arenas, "and he was returned to duty with all time and wages compensated."

In fact, Arenas noted that Hicks received compensation that included back pay, projected overtime pay, and holiday pay totaling more than \$12,000. More important, though, Arenas feels Hicks received the representation and justice deserved by all UTU members when threatened with the trampling of "their basic human rights as provided by our collective bargaining agreement and the Constitution of the United States of America."

The Port Authority Trans-Hudson Corporation is the primary transit link between Manhattan and neighboring New Jersey urban communities and suburban commuter railroads. It carries more than 70% of all passengers entering New York City by rail from New Jersey. Approximately 225,000 passengers travel PATH each weekday and trains run 24 hours a day, every day of the year.

Since 1962, Path has been a rail subsidiary of The Port Authority of New York and New Jersey. Twenty different unions today represent the agency's workforce. In 1999, the carrier received the Outstanding Achievement Award from the American Public Transit Association – the nation's highest honor for a heavy-rail transit system – for the second consecutive year.

Something went wrong

But on September 10, 1999, something went wrong.

"We really don't know if the passenger who died got off the train immediately before the accident, was trying to get on the train, or got a piece of clothing caught and was dragged from the platform," Arenas said. "Neither Hicks nor his engineer were aware that their train had struck a passenger. PATH management claimed that the physical evidence indicated the individual must have been dragged. We said, 'Prove it.' They couldn't."

Documents show the Port Authority police department conducted an extensive investigation, including a number of interviews with Hicks in September, but no charges were filed. It appeared to Hicks that the investigation was closed and the incident was behind him. But

on January 4, 2000, Hicks received a letter from PATH's superintendent of transportation charging him with failing to comply with a series of rule violations, "and this failure resulted in fatality to the passenger."

The letter also accused Hicks of "indifference" and said that he "allowed the movement of your train away from the scene of the accident, compromising critical physical evidence, and allowing the releases of persons who could have witnessed the accident." Furthermore, the letter said he was "dishonest" in his statements to Port Authority police.

The true motivation

Alerted to the letter's contents, General Chairperson Arenas immediately understood PATH's true motivation and jumped to Hicks' defense. Responding to the charges in a letter of his own to PATH management on January 8, Arenas wrote, "The carrier is attempting to absolve itself from any wrongful death lawsuits filed on behalf of the victim's family and place sole responsibility for the incident on conductor Hicks."

"The union strongly objected and we began preparations for the ultimate battle against the carrier," Arenas explained. "We issued our position to the carrier, as well as to every major politician in the region. We also used the media to bring the incident into the public light, since it was kept hidden – so hidden that the Federal Railroad Administration (FRA) was never advised of the incident. The FRA then launched its own investigation into the incident."

Because PATH operates in both New York and New Jersey, Arenas sent letters to the governors, senators and representatives of both states, as well as the White House, outlining the injustice of PATH's intended actions and calling for assistance in the battle.

In his letters to the lawmakers, Arenas said, "This situation has racial overtones, since the conductor charged is black and the trainmasters involved are white...We realize we provide a vital service to the region, however, we must utilize whatever means necessary to protect our basic human rights."

Meanwhile, in his response to PATH, Arenas pointed out that the "Port Authority Police Department could not, and did not, file charges against conductor Hicks...You have 'predetermined' that conductor Hicks was dishonest in his statements to the Port Authori-

ty police during the entire investigation."

Regarding Hicks' alleged indifference to the incident, Arenas said someone or something had "tripped" the train, bringing it to a stop. After the initial "tripping" of the train was reported by the engineer, Arenas noted the trainmaster on duty ordered the engineer to "charge and proceed" without allowing Hicks to investigate the reason for the tripping of the train. The train resumed motion, but was "tripped" again, Arenas said. Hicks this time had investigated six of the seven cars in the consist when the trainmaster again ordered the engineer to "charge and proceed."

"Upon arrival at 9th Street," Arenas' response said, "Hicks was ordered to off-load his equipment and wait until an operations examiner arrived on the scene. Conductor Hicks and his engineer were unaware that their train had struck a passenger. However, the carrier was well aware of the incident that occurred and 'fouled up' when they ordered conductor Hicks to release potential witnesses to the incident."

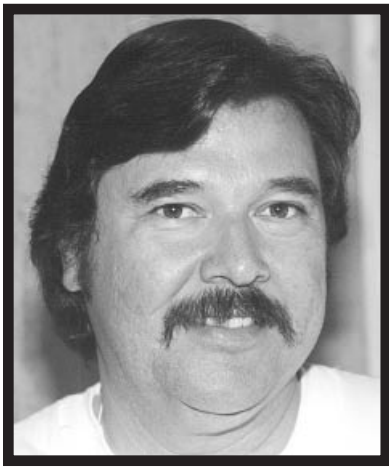
The scapegoat conductor

Arenas further asked for copies of the FRA's investigative reports and all forms the carrier is required by law to file with the FRA when an accident occurs, and then pointed out that the collective bargaining agreement "states in clear and unambiguous language that the carrier has '30 days' after an incident to investigate and charge an employee. Therefore, as per the C.B.A., the carrier had until October 10, 1999, to charge conductor Hicks. The time limits expired and the UTU never granted an extension of time since the UTU was unaware of a formal investigation."

Arenas concluded his response to PATH's charges with the following: "The carrier's violation of the agreement and their attempt to make conductor Hicks, a black conductor, the 'scapegoat' for this incident is unacceptable and will not be tolerated. The organization demands that all charges against conductor Hicks be dismissed."

Ten days later, a general notice circulated by PATH noted that the superintendent of transportation had been replaced. Two days later, PATH sent a letter to Hicks advising that it had reviewed the matter and decided to rescind the charges. "You shall be returned to service as soon as possible," the letter said.

Voices: What needs to be done for new hires?



Alberto Hinojos
L-1563, El Monte, Cal.

"I've been a bus operator with Los Angeles County Metropolitan Transportation Authority for 17 years, and serve as local vice chairperson, legislative representative and delegate. We have to teach new hires to be better union members and workers. They need to learn about their contract, about unionism, and about the benefits they get from a union. They should know that if it weren't for the union, we wouldn't be getting the pay and benefits we enjoy. All our members should introduce themselves to the new hires and invite them to our local meetings."



Kevin McLaughlin
L-571, Schreiber, Ont.

"I started with CP Rail as a brakeman in 1985, and I'm a conductor today. We got about 10 new hires recently right off the street, and the company plans to hire another 10 in the near future. It should be up to all members of the local to welcome new members and encourage them to become better at their craft. Our local has an introductory meeting showing what the UTU's all about. We supply copies of the UTU constitution and our agreement, and explain who to contact with a problem. The International supplies some good materials to help orient the new hires, so that helps."



James R. Cumby
L-1962, Toledo, Ohio

"I've been in the industry for 24 years. I'm a yardmaster, a local president, and I chair the Yardmasters' General Chairperson Council, representing workers on CSX, Conrail and Amtrak. I think we need to invite new hires to local meetings, teach them about the union way of life, give them a copy of their contract, and answer any questions or concerns they may have. At the very least, it's the responsibility of the officers, but we should hope all members would try to teach these new workers. When a guy starts asking questions and wants to get involved, you've done your job."



Terry Donohue
L-1043, Sparks, Nev.

"I'm a Union Pacific conductor with 29 years of experience. Probably 20% of our local has been hired in the last two years. We need to get rid of the dual rate of pay. We can get the general contract fairly easy, and the UTU constitution, but some of the local hub agreements are slow in coming to the new hires. Everybody in the local should make a point of welcoming new members. We need to explain our organization's history so they can appreciate the value of UTU membership. And they need it in black and white how the BLE has started the race to the bottom."

Molitoris

Continued from page 1

want to tip my hat to you, your team, and your union."

UTU has been a proponent of conductor qualification and certification. "UTU is the driving force behind the issue of conductor certification," Molitoris said. "We believe it is important to recognize the important skills and responsibilities of railroad conductors."

Molitoris also said the UTU has had a "very great impact" on the pending alcohol and drug regulations, especially on the issue of adulterated samples and split samples. She said work is now being expedited on the final rule.

"This is very much your issue," she said. She also said that, under a proposed rule, all of FRA's alcohol and drug regulations would apply to "foreign railroads, foreign-based train crews who engage in train operations in the U.S."

Molitoris praised Little for signing the new social compact with CSX while acknowledging that cultural change is slow in the railroad industry.

"I talked about Charlie Little being fearless," she said. "I think you are fearless, Charlie, when it comes to change because change makes a lot of people nervous."

Monthly winner

This month's lucky winner of his choice of any item of apparel bearing the UTU logo is **H. Phillip Magee** of Local 1088, Madison, Miss., which represents workers on the Illinois Central and Kansas City Southern. These items are awarded every month by random drawing as a show of appreciation to the many members who have been supportive of the UTU throughout the years.

TPEL HONOR ROLL

Individuals who have begun contributing to TPEL or increased their donations to \$100 or more per year during June 2000

Name	Local	City	Name	Local	City	Name	Local	City
PLATINUM CLUB (\$1,200 OR MORE PER YEAR)								
Farris, Gregory N.	78	Pocatello, ID	Brooks, Michael E.	145	Columbus, OH	Meek Jr., Aubriton	781	Shreveport, LA
Yarger, Shane R.	265	Pocatello, ID	Bright, Roosevelt	171	Aurora, IL	Metcalfe Jr., Lester	781	Shreveport, LA
Minton, Jeffery J.	582	Stevens Pt., WI	Cox, Kevin J.	171	Aurora, IL	Meyers, Michael E.	781	Shreveport, LA
Iannone, Costantino A.	838	Philadelphia, PA	Cutrano, Joseph J.	171	Aurora, IL	Mills III, Jake	781	Shreveport, LA
LeNeave, Courtney	1000	Minneapolis, MN	Fick, Elmer S.	171	Aurora, IL	Mims, Danny L.	781	Shreveport, LA
DOUBLE DIAMOND CLUB (\$600 OR MORE PER YEAR)								
Smith, David L.	265	Pocatello, ID	Hamlet, Kenneth	171	Aurora, IL	Montgomery, Troy V.	781	Shreveport, LA
Chidester, Michael R.	1366	Salt Lake City, UT	Hammond, Robert A.	171	Aurora, IL	Ogletree, Christopher P.	781	Shreveport, LA
DIAMOND PLUS CLUB (\$400 OR MORE PER YEAR)								
Barrett, Robert L.	78	Pocatello, ID	Harwood, Richard T.	171	Aurora, IL	Osborn, Paul D.	781	Shreveport, LA
Nicholls, Melvin G.	78	Pocatello, ID	Jablonski, Richard	171	Aurora, IL	Oswalt, Carter C.	781	Shreveport, LA
Price, John W.	78	Pocatello, ID	Kiro, William J.	171	Aurora, IL	Peek, William S.	781	Shreveport, LA
Rodriguez, Roberto	78	Pocatello, ID	Mendola, Stephen	171	Aurora, IL	Phiffer, Stanley C.	781	Shreveport, LA
Ingerick Jr., Ronald E.	782	Asheville, NC	Robertson, Ronald J.	171	Aurora, IL	Phillips, Jason S.	781	Shreveport, LA
Evans, Craig A.	951	Sheridan, WY	Smethurst, S. K.	171	Aurora, IL	Pugh Sr., Paul W.	781	Shreveport, LA
Bottles, Raymond C.	1638	Cleveland, OH	Gross, Dennis C.	199	Creston, IA	Richardson, Phillip A.	781	Shreveport, LA
DOLLAR-A-DAY CLUB (\$365 OR MORE PER YEAR)								
Ward, Randall C.	78	Pocatello, ID	Shafer, Francis A.	200	North Platte, NE	Rushing, Bobby W.	781	Shreveport, LA
White, Robert S.	78	Pocatello, ID	Abeyta, John E.	201	Trinidad, CO	Scott, Jerald L.	781	Shreveport, LA
Whitworth, Wilma E.	78	Pocatello, ID	Osborne, Michael C.	240	Los Angeles, CA	Stewart, Ronnie W.	781	Shreveport, LA
Hoepker, Keith H.	199	Creston, IA	Grimm, David M.	258	Savanna, IL	Wilemon, Ricky J.	781	Shreveport, LA
Ingram, Donald G.	265	Pocatello, ID	Livingston, John L.	258	Savanna, IL	Bratcher, Christopher J.	785	Paducah, KY
Teshima, Melvin K.	265	Pocatello, ID	Weideman, David H.	259	St. Joseph, MO	Howard, Ralph G.	807	Tucson, AZ
*Van Vleet, Edward V.	311	La Crosse, WI	Hall, Joseph F.	262	Boston, MA	Blaine, Jimmie L.	816	Harrisburg, PA
Childs, Larry A.	498	Allentown, PA	Critchlow, Paul D.	265	Pocatello, ID	Kruhm, James H.	816	Harrisburg, PA
Ellis, George W.	781	Shreveport, LA	Jones, Kenneth S.	265	Pocatello, ID	Garcia, David J.	866	Rawlins, WY
Matheny, Michael E.	781	Shreveport, LA	Miller, Franklin M.	265	Pocatello, ID	Hamilton, Timothy M.	866	Rawlins, WY
Wright, Robert E.	781	Shreveport, LA	Simons, Newell C.	265	Pocatello, ID	Hunter, Henry C.	866	Rawlins, WY
Moody, Larry D.	904	Evansville, IN	Bowman, Tom	298	Garrett, IN	Keil, Gary J.	866	Rawlins, WY
Drummond, Bruce M.	951	Sheridan, WY	Jarrett, Steven R.	298	Garrett, IN	Keitt, Maurice H.	866	Rawlins, WY
Michelena, Gale D.	951	Sheridan, WY	McIntosh, David L.	298	Garrett, IN	*Fox, Charles E.	898	Boston, MA
Ungrecht, Terry L.	951	Sheridan, WY	Handley, Kenneth B.	303	Springfield, MO	Caswell, Rickey J.	951	Sheridan, WY
Hunegs, Richard	1000	Minneapolis, MN	Scagg, Howard W.	322	Milwaukee, WI	Degel, Michael A.	951	Sheridan, WY
Stone, Robert	1000	Minneapolis, MN	Scott, Lee F.	363	Roanoke, VA	Phinney, Daniel Scott	951	Sheridan, WY
Croonquist, Willis G.	1177	Willmar, MN	Leister, Robert J.	378	Cleveland, OH	Brigman, Calvin E.	953	Victoria, TX
Evans Jr., Horace O.	1252	Fresno, CA	Hakola, Richard L.	421	Conneaut, OH	Mushinski, Justin C.	953	Victoria, TX
Gilkison, Gary L.	1377	Covington, KY	Kauffman, Anna B.	421	Conneaut, OH	Weems, James J.	965	Dallas, TX
Brownawell, Gerald D.	1532	Kansas City, KS	Poff, William R.	421	Conneaut, OH	Bosch, Allen A.	1137	Fargo, ND
Doyno, Robin	1544	Maywood, CA	McMurry, Bernard L.	446	Cheyenne, WY	McNeill, Russell F.	1183	Pt. Huron, MI
Winslow, Pat J.	1554	Ogden, UT	Schmechel, John G.	446	Cheyenne, WY	Murray, Robert E.	1190	Ludlow, KY
Lowe, Joseph P.	1760	Detroit, MI	Simon, William C.	446	Cheyenne, WY	Moses, Cecil R.	1205	Kingsville, TX
Randolph, William R.	1883	Riverdale, IL	Tibbetts III, Roy W.	446	Cheyenne, WY	Davis, Samuel M.	1261	Atlanta, GA
Vargas, Michael G.	1883	Riverdale, IL	Wiedeman, Rick L.	446	Cheyenne, WY	*Denman, Leroy G.	1280	Casper, WY
Rodgers, Thomas H.	1973	Chicago, IL	Adamove, Leroy F.	469	Madison, IL	Panici, David G.	1290	Chicago, IL
Sternquist, Roger D.	1976	St. Paul, MN	Jewell, Charles E.	496	Portsmouth, OH	King, Ronald L.	1313	Amarillo, TX
DIAMOND CLUB (\$300 OR MORE PER YEAR)								
McFadden, Ian	23	Santa Cruz, CA	Custer, Larry W.	559	Roanoke, VA	Huye, David W.	1337	New Orleans, LA
Price, Robert R.	78	Pocatello, ID	Hargrove, Damon R.	559	Roanoke, VA	Braun, James E.	1376	Columbus, OH
Temple, Richard P.	171	Aurora, IL	Watts, Woodrow W.	573	Danville, KY	Hough, Wayne A.	1376	Columbus, OH
Peck, Gerald R.	265	Pocatello, ID	Krueger, Brian J.	583	Fond du Lac, WI	Knight Jr., Richard D.	1376	Columbus, OH
Winterbottom, Jerry	265	Pocatello, ID	Lefebvre, Michael C.	583	Fond du Lac, WI	Peele, Curtis L.	1376	Columbus, OH
Saunders, Kamron T.	508	Smithville, TX	Peachy Sr., Craig C.	583	Fond du Lac, WI	Stover, David E.	1376	Columbus, OH
Miracle, David L.	573	Danville, KY	Zerkle, Stewart A.	586	Willard, OH	Melvin, Timothy E.	1377	Covington, KY
Thompson, Jeff	582	Stevens Pt., WI	Bera, Donald L.	590	Portage, WI	*Lewman, Ralph L.	1381	Hammond, IN
Smith, Robert O.	613	Austin, TX	*Jugo, Alfred	590	Portage, WI	Williams Jr., Samuel C.	1388	St. Louis, MO
Keel, Donald E.	866	Rawlins, WY	Miller, David R.	602	Williamsport, PA	Holland Jr., James F.	1418	Conway, PA
Moon, Stephen M.	866	Rawlins, WY	Moore, John B.	622	Birmingham, AL	Pavao, Russell J.	1462	Boston, MA
Richardson, Ronald K.	953	Victoria, TX	Garrett, Rex A.	643	Ft. Madison, IA	Sullivan III, Robert F.	1534	Chicago, IL
Gonzalez, Anthony J.	1252	Fresno, CA	*Hanson, Raymond C.	643	Ft. Madison, IA	Olsen, Allan	1554	Ogden, UT
Dumas, Renwick D.	1836	New Orleans, LA	Arrant, Troy	781	Shreveport, LA	Quist, Larry J.	1554	Ogden, UT
GOLD CLUB (\$100 OR MORE PER YEAR)								
McConnell, Morris L.	7	North Platte, NE	Baylor, Ronnie C.	781	Shreveport, LA	Strejc, Jack	1597	Chicago, IL
Nielson, Frank A.	7	North Platte, NE	Bigby Jr., William J.	781	Shreveport, LA	Weston, Christopher C.	1597	Chicago, IL
Peal, Theodore I.	7	North Platte, NE	Broussard, Ragon E.	781	Shreveport, LA	*Miller, Donald Q.	1732	San Jose, CA
Clayton, Michael C.	23	Santa Cruz, CA	Buffin, William R.	781	Shreveport, LA	Abate Jr., Charles V.	1836	New Orleans, LA
Staples, Bruce A.	78	Pocatello, ID	Charles, Jeffery L.	781	Shreveport, LA	Blanchard, Chad J.	1836	New Orleans, LA
Vanhorn, John E.	78	Pocatello, ID	Coleman, Frankie L.	781	Shreveport, LA	Dupard IV, Cornelius J.	1836	New Orleans, LA
			George, Jack P.	781	Shreveport, LA	Kennedy, Michael G.	1836	New Orleans, LA
			Green, Rogers	781	Shreveport, LA	Nyblom, Eloy R.	1836	New Orleans, LA
			Jones, Gregory E.	781	Shreveport, LA	Faris, Kim C.	1857	Green River, WY
			Jones, Michael A.	781	Shreveport, LA	Herrmann, David M.	1857	Green River, WY
			Laughlin, Gregory D.	781	Shreveport, LA	Arsement, Leonard J.	1947	Lake Charles, LA
			Martin, Demetric D.	781	Shreveport, LA	Gibson, Gerald D.	1947	Lake Charles, LA
			Matthews, John A.	781	Shreveport, LA	Ledoux, Ray E.	1947	Lake Charles, LA
			Matthews, Terry K.	781	Shreveport, LA	Simon, Donald R.	1947	Lake Charles, LA
			Maxwell, Charles N.	781	Shreveport, LA	UTU Auxiliary Lodge	523	San Bernardino, CA

Senior News

Retiree's work pays dividends

People who meet Retiree Program member **William Newell, Jr.**, for the first time find the experience to be both enriching and memorable.



Bill Newell

It's easy enough to remember his friendly demeanor and charitable approach to life.

But what really sticks in people's minds is the two-dollar bills he uses as his calling cards.

"It's just something I do for fun," said Newell, a member of Local 1334 in Hattiesburg, Miss. "I give away five two-dollar bills each day, five days a week, along with a note reminding people that God loves them. I've done that for 10 years, but it really doesn't cost. It comes back to you."

Perhaps the most valuable thing Newell gives away is his time, energy and enthusiasm for making the world a better place.

"When I lost my leg in late 1996 and retired, I had a lot of time to think," Newell said. "Since then, I've started a Cub Scout unit and helped build a mission house to feed the homeless in Jacksonville Beach, Fla. I raise about \$20,000 a year for Habitat for Humanity, and work to raise funds for the Billy Graham team," he said.

Newell also spends about eight hours a week on Al Gore's presidential campaign while still finding time to go to luncheons attended by retired railroaders "to sell the power of one union, as well as the notion of how much stronger we can be if we get involved in our communities."

Brother Newell began his career in 1952 as a brakeman on the Gulf, Mobile & Ohio after returning from military service in Korea. He joined Brotherhood of Railroad Trainmen Lodge 373 and immediately got involved in union activities. "I think I held every local office possible, except for secretary/treasurer," said Newell, who served as deputy president under former UTU presidents Charles Luna and Al Chesser.

In 1976, he became a field supervisor, but in 1996, as a conductor on the ICG Railroad, the problems with his leg forced his "retirement."

The end of one career marked the beginning of another. That summer, he joined with 20 other individuals in his community to invest in the creation of the Oceanside Bank, a financial institution that "treats people in the community like they did 50 years ago," Newell said. "We closed out this fiscal year with \$66.9 million dollars."

RRB report shows system continues growing stronger

The U.S. Railroad Retirement System continues to grow stronger, with the 21st triennial actuarial valuation finding generally favorable trends and an improvement over the last triennial valuation and the two most recent annual financial reports.

At the end of fiscal year 1999, the net position of the Railroad Retirement trust funds was almost \$18 billion, up from \$16.5 billion at the end of fiscal 1998 and \$15.4 billion in fiscal 1997.

At the same time, the unemployment insurance account held nearly \$110 million, up from a balance of \$102.5 million last year and significantly higher than the \$85 million held the year before.

As in years past, the study's authors examined three employment assumptions, using different patterns of changes in the rail work force for the 75 calendar years spanning 1999 to 2073. Under the optimistic and the moder-

ate assumptions, no cash-flow problems were likely during the entire 75-year period.

Under the pessimistic assumption, the report showed no cash-flow problem anticipated until the year 2035, an improvement of 13 years over the result shown in last year's annual report, which found the pessimistic assumption produced an actuarial deficiency in 2022.

Similarly, the report detailed a promising prognosis for the unemployment insurance fund. Even though maximum benefit rates are scheduled to rise 50% (from \$46 to \$69) from 1999 to 2010, the account is expected to remain solvent, even under the most pessimistic employment assumption.

The Railroad Retirement Board (RRB) is required by law to submit annual financial reports and triennial actuarial valuations to Congress on the retirement fund's condition, as well as annual reports on the unemployment insurance system.

Retired vice presidents, SLD pass away

Retired former UTU vice presidents **Melvin A. Ross** and **Roy D. Heape**, and retired former Colorado State Legislative Director **Earle Gile**, passed away recently.

Brother Ross, who died June 26 at age 87, began his rail career in 1942 as a fireman for the St. Louis-San Francisco Railroad, earning promotion to engineer in 1945.

A member of Brotherhood of Locomotive Firemen & Enginemen Lodge 414 in St. Louis, Mo., Ross served in local positions from 1945 to 1955, when he was elected general chairperson on the 'Frisco. He served in that capacity until his election as vice president in 1959. He was re-elected to the post at succeeding conventions, including the 1971 UTU convention. Ross also served as a member of the unification committee that drafted the merger plan creating the UTU.

Ross retired in December 1978 as a member of Local 1388 in St. Louis, Mo. He is survived by his wife, Lela, a daughter and a son.

Brother Heape, who died July 10 at age 82, began his rail career in 1941 as a yardman with the Terminal Railroad Association of St. Louis. He was promoted to yard conductor and worked in that capacity for about 19 years.

A member of Brotherhood of Railroad Trainmen (BRT) Lodge 943, he later became a charter member of BRT Lodge 1076 when it was organized in 1949. He served as insurance representative, legislative representative and lodge chairperson, and was assigned as organizer and deputy president at intervals in the 1950s. He was elected an alternate vice president in 1960 and was elevated to vice president in 1963. He was re-elected to the post at subsequent conventions, including the 1971 UTU convention.

Heape retired in February 1978 as a member of Local 469 in Madison, Ill. His wife, Freda, passed away in May 1997, and he is survived by two sons and two daughters.

Brother Gile, who died June 19 at age 81, began his rail career in 1951 as a brakeman on the Milwaukee Road and joined BRT Lodge 30. In 1957, he relocated to Arvada, Col., where he went to work on the Colorado & Southern Railroad.

A member of Local 202 in Denver, Col., Gile was elected Colorado State Legislative Director in 1976, a post he held until his retirement in January 1984. He is survived by his wife, Ruth, one son and one daughter.

THE FINAL CALL

Following are the names of members of the UTU Retiree Program who have died recently, according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow UTU Retiree Program members.

Local	Name	City/State	Local	Name	City/State	Local	Name	City/State	Local	Name	City/State
R	Winter, Christie J.	Jacksonville, FL	262	Perry, Thomas L.	Taunton, MA	800	Taylor, Robert F.	Lakehurst, NJ	1447	Vogel, Clifford J.	Lakeland, FL
2	Kusser, Emmett P.	Sandusky, OH	329	Hendricks, Charles L.	Dayton, IN	971	Bowden, Raymond T.	Victoria, VA	1494	Rowley, Walter H.	Peru, IL
2	Roepke, Cornell C.	Toledo, OH	469	Heape, Roy D.	Fairview Hts., IL	1033	Mitchell, George C.	Greenville, GA	1518	Eversole, James W.	Greencastle, IN
18	Shultz, Jos. Charles	Albuquerque, NM	496	Meade, Walter S.	Prichard, WV	1292	Coombe, William T.	Eveleth, MN	1549	Cox, Jr., P.A.	Springfield, OH
113	Cleaver, Edwin O.	Winslow, AZ	577	Olds, Glen A.	Pekin, IL	1337	Bozzelle, Clement A.	Gretna, LA	1557	Pollan, Aubrey L.	Memphis, TN
202	Gile, Earle	Arvada, CO	629	Clemons, Homer L.	Salem, VA	1376	Davis, Jack M.	Westerville, OH	1883	Taylor, Donald F.	San Pierre, IN
221	Ratcliff, Charles H.	N. Lt. Rock, AR	630	Bennett, George W.	Wurtland, KY	1388	Ross, Melvin A.	Wildwood, MO	1892	Arfele, Anthony T.	Spring, TX
238	Bon, Gerald H.	Nampa, ID	662	Nuckols, James F.	Richmond, VA	1403	Duff, Thomas G.	Sunrise Beach, MO			



All aboard for Minneapolis

The Minneapolis Regional Meeting will last a full three days, with the President's Banquet on the evening of the third day. The \$125 advance registration fee per member or guest includes: Sunday welcome reception; Monday lunch and evening buffet dinner and entertainment; Tuesday lunch and evening theme reception and entertainment; Wednesday lunch and evening Presidential reception and banquet, as well as all training workshop materials. On-site registration is \$175 per member or guest. Your name badge will be your admission ticket to all events. Children age 14 and under are admitted free to all events.

New this year are one-day registrations for those members who would like to attend this meeting but can't spare the time away from work or family. The cost of a one-day registration for any day is \$60. Payments for individual events, such as lunches and tours, can be made at the meeting. Also new this year are registration procedures, with separate registration forms for members and guests. Additionally, credit cards are now being accepted for payment of Regional Meeting fees. At this time, registration is not available on the UTU website.

Arrangements have been made for a golf outing at the Minneapolis Regional Meeting. It will be held Sun., Aug. 27 at the Majestic Oaks Golf Club, Ham Lake, Minn. The registration fee, \$80 per golfer, includes the greens fee and golf carts, lunch and round-trip transportation to the course from the Minneapolis Hilton. Registration deadline is Aug. 17. The

tee-off time is 7:30 a.m.

Please see previous issues of the *UTU News* for Regional Meeting and golf outing registration forms. You also can get registration forms faxed to you by calling the UTU Public Relations Department at (216) 228-9400.

Make all checks (U.S. funds only, please) payable to "UTU Regional Meeting." **Send your completed forms to UTU Meeting Registration, 14600 Detroit Ave., Cleveland, OH 44107-4250.** You may cancel seven full days prior to arrival with no penalty. Please fax any changes or cancellations immediately to the UTU International at (216) 228-5755.

August 28-30, 2000
Minneapolis Hilton and Towers
1001 Marquette Ave.
Minneapolis, MN 55403

Telephone: (612) 397-4999

Toll-free reservations: (800) 445-8667

Reservation code: UTU Regional Meeting

Advance meeting registration deadline: August 18, 2000

UTU room rate: \$119 single/double; additional person \$20

UTU room-rate reservation deadline: **HAS PASSED; other rooms may be available at prevailing rates**

Parking: self \$12.50 per day; valet \$20 per day both with in/out privileges

UTU policy concerning fees objectors

1. Any person covered by a UTU union shop or an agency shop agreement in the United States who elects to be a non-member has the legal right to object to political and ideological expenditures not related to collective bargaining, contract administration, or other activities germane to collective bargaining. Each non-member who objects shall pay the reduced fees.

To the extent permitted by law, a non-member cannot participate in Union elections as a voter or as a candidate; attend Union meetings; serve as delegate to the Convention, or participate in the selection of such delegates; or participate in the process by which collective bargaining agreements are ratified.

2. The objecting non-members shall provide notice of objection by notifying the International General Secretary-Treasurer of the objection by first-class mail postmarked during the month of September each year or within thirty (30) days after he/she first begins paying fees and receives notice of these procedures. The objection shall contain the objector's current home address. Once a non-member objects, the objection shall stand until revoked. Objections may only be made by individual employees. No petition objections will be honored.

3. The following categories of expenditures are chargeable:

- All expenses concerning the negotiation of agreements, practices and working conditions;
- All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the craft or class (or bargaining unit) or employer representatives regarding working conditions, benefits and contract rights;
- Convention expenses and other union internal governance and management expenses;
- Social activities and union business meeting expenses;
- Publication expenses to the extent coverage is related to chargeable activities;
- Litigation expenses related to contract administration, collective bargaining rights, and internal governance;
- Expenses for legislative and administrative agency activities to effectuate collective bargaining agreements;
- All expenses for the education and training of officers and staff intended to prepare the participants to better perform chargeable activities;
- All strike fund expenditures and other costs of economic action, e.g., demonstrations, general strike activity, informational picketing, etc., that benefit members of the bargaining unit or craft represented by UTU;

4. The International shall retain a certified public accountant to perform an independent audit of the records of the International and subordinate units maintained by the International General Secretary-Treasurer. The International shall also retain a neutral referee for the purpose of determining the percentage of expenditures that fall within the categories specified in Section 3. The amount of the expenditures that fall within Section 3 shall be the basis for calculating the reduced fees that must be paid by the objector. The neutral referee shall also give an opinion concerning the adequacy of the escrow amounts maintained pursuant to Section 17, and later will verify the existence and the amounts of money in any escrow accounts.

5. The neutral referee shall complete the report no later

Percentage of Chargeable Fees Determined by Neutral Review for calendar year 1999	
International	75.9
General Committees of Adjustment¹, including Locals under jurisdiction	
GO 651 Conrail	100.0
GO 953 Union Pacific	99.6
State Legislative Boards²	
LO 005 California	77.8
LO 026 Minnesota	93.3
LO 030 Nebraska	86.1
LO 035 New York	82.7
LO 048 Texas	69.9

¹ Unreviewed GOs will have 1999 average of chargeable percentages of GOs audited of 99.8 applied to any new objectors.

² Unreviewed SLBs will have a 0% chargeable percentage applied to new objectors.

er than July 31. This report shall include an analysis of the major categories of union expenses that are chargeable and non-chargeable.

6. Each person entitled to receive the referee's report may challenge the validity of the calculations made by the neutral referee by filing an appeal with the International General Secretary-Treasurer. Such appeal must be made by sending a letter to the International General Secretary-Treasurer postmarked no later than thirty (30) days after issuance of the independent referee's report.

7. After the close of the appeals period, the International General Secretary-Treasurer shall provide a list of appellants to the American Arbitration Association (AAA). All appeals shall be consolidated. The AAA shall appoint an arbitrator from a special panel maintained by the AAA for the purpose of these arbitrations. The AAA shall inform the International General Secretary-Treasurer and the appellant(s) of the arbitrator selected.

8. The arbitration shall commence by October 1 or as soon thereafter as the AAA can schedule the arbitration. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the need for an informed and expeditious arbitration.

9. Each party to the arbitration shall bear their own costs. The appellants shall have the option of paying a pro-rata portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by UTU.

10. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the official record of the proceedings and may be purchased by the appellants. If appellants do not purchase a copy of the transcript, a copy shall be available for inspection at the International during normal business hours.

11. Appellants may, at their expense, be represented by counsel or other representative of choice. Appellants need not appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statement shall be filed no later than fifteen (15) days after the transcript becomes available, but in no case more than thirty (30) days after the hearing closes.

12. Fourteen (14) days prior to the start of the first hearing, appellants shall be provided with a list of all exhibits intended to be introduced at the hearing and a list of all witnesses intended to be called, except for exhibits and witnesses that may be introduced for rebuttal. On written request from an appellant, copies of exhibits (or in the

case of voluminous exhibits, summaries thereof) shall be provided to them. Additionally, copies of exhibits shall be available for inspection and copying at the hearing.

13. The International shall have the burden of establishing that the reduced fees set forth in the neutral referee's report are lawful.

14. If the arbitrator shall determine that more than one day of hearings is necessary, hearings shall be scheduled to continue from day to day until completed. The parties to the appeal shall have the right to file a brief within fifteen (15) days after the transcript of the hearing is available, but in no case more than thirty (30) days after the hearing closes. The arbitrator shall issue a decision within forty-five (45) days after the submission of post-hearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.

15. The arbitrator shall give full consideration to the legal requirements limiting the amounts that objectors may be charged, and shall set forth in the decision the legal and arithmetic basis for such decision.

16. If an objector receiving an advance reduction wishes to continue objection, he/she shall continue to pay the reduced fees that he/she is currently paying until the neutral referee issues the report. As soon as possible after the issuance of the neutral referee's report, he/she shall pay the amount of the reduced fees calculated by the neutral referee. Persons objecting for the first time shall be sent a copy of the report prepared by the neutral referee for the previous year and shall pay the reduced fees as soon as possible.

17. Each month thereafter for all objectors, an amount shall be put in an interest-bearing escrow account equal to 25% of the reduced monthly fees, or such other greater amount as the neutral referee may recommend. All objectors from the previous year shall be paid the amount of non-chargeable money that is in the escrow account as determined by the neutral referee's report as soon as practicable after its issuance. The appropriate unit of UTU shall not, however, take its portion of the monies in the escrow account until fifteen days after the conclusion of the period within which an objector may appeal the report of the neutral referee, or upon the issuance of the decision of the arbitrator, whichever is later.

18. When the decision of the arbitrator is announced the monies remaining in the escrow account shall be distributed in accordance with the decision.

UTU Travelers Club plans tours

Visit beautiful Ireland, or take a rail tour of Switzerland!

The UTU Travelers Club is planning a trip to Ireland from October 6-14, 2000, and two tours of Switzerland by rail, March 21-29 and March 28-April 5, 2001.

The cost of the Ireland trip is \$1,299 plus \$112.37 tax per person, with two people in a room. The Swiss rail tours are \$1,799 plus \$137 tax per person, two to a room.

Irish itinerary: Fly from Chicago to Shannon, then two nights in Bunratty. Visit Cliffs of Moher and Burren area of County Clare. Medieval banquet in Bunratty Castle. Travel via Limerick and Adare to Killarney for a two-night stopover. Ring of Kerry tour; Dingle Peninsula tour. Next to Blarney to kiss the Blarney Stone. Then Middleton, Waterford and a Waterford Crystal tour. Two days in Dublin next, then Galway for a day. Visit the ancient monastic ruin of Clonmacnoise.

Switzerland itinerary: Fly from Chicago or Boston direct to Zurich, then two nights in beautiful Lucerne, with the Glacier Garden, Covered Bridge and a boat ride. Depart by train to Chur and transfer to the "Glacier Express" mountain train ride. Overnight in Zermatt. Take train to resort town of Interlaken through a 12-mile tunnel. Four nights in Interlaken with tours of Eiger and Jungfrau mountains, cogwheel train ride and much more. Then to Lake Geneva and Chillon castle,

You will have a chance to enjoy a hearty Medieval banquet in Bunratty Castle while touring Ireland with the UTU Travelers Club.



Montreaux and return to Interlaken aboard Panorama Express. Shopping in Brienz before boarding high-speed ICE train to Zurich and flight home.

Both tours include breakfasts every morning, most dinners, services of professional guide, most admissions, luggage handling, tips and much more.

For a free color brochure and complete information, contact Lynn Westphal Tours toll free at (888) 280-7657, or e-mail <lwestphal2@aol.com>.



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